SEMLER BROSSY

Semler Brossy is a leading independent consulting firm.

We believe leadership matters in creating economic prosperity and value for shareholders, customers, employees, and other stakeholders. We engage and focus leadership by developing thoughtful compensation, talent, and board stewardship strategies.

We take off where other firms finish.

BY THE NUMBERS

3

A TOP 3 COMPENSATION ADVISORY FIRM NATIONALLY BY MARKET SHARE

280+

CLIENTS SERVED ANNUALLY

19

ACTIVE MANAGING DIRECTORS AND PRINCIPALS, ALL WITH 10-30 YEARS OF DIRECT EXPERIENCE IN COMPENSATION AS ADVISORS AND PRACTITIONERS

80+

CONSULTANTS

OUR OFFERINGS

Executive Compensation

Advisory services for corporate Boards and Management teams on annual compensation issues including peer group development, benchmarking, compensation program design, goal-setting, and pay-for-performance assessment.

Compensation in Special Situations

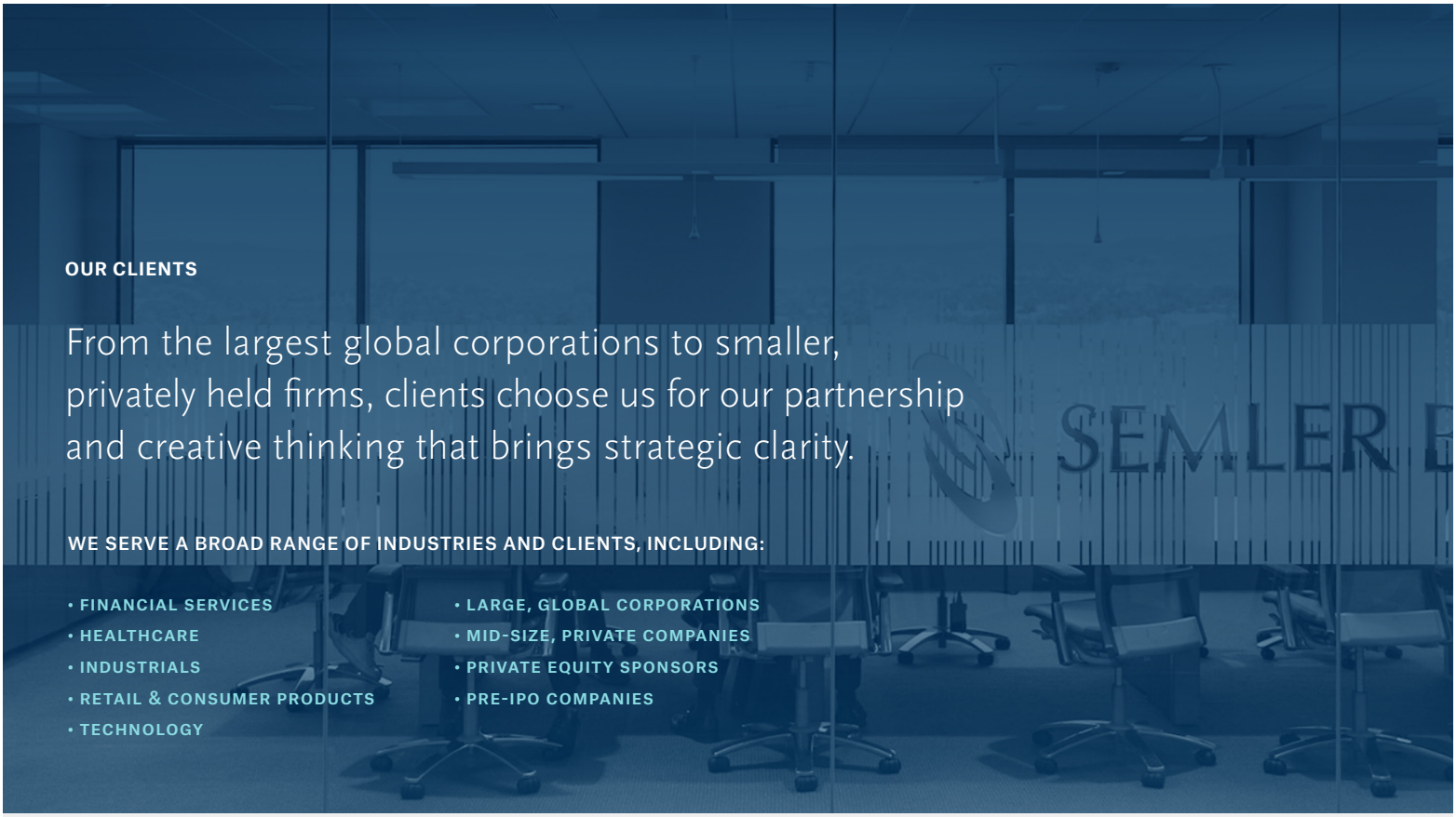
Support on compensation issues through transactions, IPOs, turnarounds, bankruptcy, executive transitions, strategic transformations, and other non-standard situations.

Board Stewardship & Responsibilities

Independent advice on Board stewardship topics including shareholder outreach and Say on Pay, Committee processes and agendas, and scope of Committee responsibilities, particularly as they relate to Human Capital Management and ESG.

Talent Strategies

Supporting services to help Human Capital Committees work with Management to clarify their human capital strategies, identify success metrics, and craft dashboards. Advice for Committees on strategic questions to ask and data to request—for critical talent topics.



OUR CLIENTS

From the largest global corporations to smaller, privately held firms, clients choose us for our partnership and creative thinking that brings strategic clarity.

WE SERVE A BROAD RANGE OF INDUSTRIES AND CLIENTS, INCLUDING:

- FINANCIAL SERVICES
- HEALTHCARE
- INDUSTRIALS
- RETAIL & CONSUMER PRODUCTS
- TECHNOLOGY
- LARGE, GLOBAL CORPORATIONS
- MID-SIZE, PRIVATE COMPANIES
- PRIVATE EQUITY SPONSORS
- PRE-IPO COMPANIES

OUR DIFFERENCE

We take off where other firms finish.

We gain a deep understanding of each client's business and culture. Standard analyses are the start of our client collaboration, not the endpoint. We combine wisdom, deep experience, and insightful analytics to broaden collective thinking and consider alternatives. Clients choose us for our partnership and creative thinking that brings strategic clarity.

We ensure that the right conversations occur at the right times.

We align incentives with company strategy and stakeholder goals, bringing candor, EQ, and an independent viewpoint. We raise hard questions, anticipate what's next, and ensure alternatives are fully vetted. We consider the future implications of our recommendations. We speak up and bring strong opinions, recognizing there's often more than one right answer.

We shape the direction of the executive compensation field.

We consider the impact of the evolving world on our clients. We conduct leading research in core and emerging topics (e.g., shareholder voting & Say on Pay, performance metrics & measurement, the intersection of ESG, HCM, and compensation). Our relationships with other advisors allow us to understand the forefront of governance and technical compensation.

Our culture supports our clients and promotes collaboration.

Each client accesses our best resources and the breadth of our firm's experiences and networks. We collectively synthesize trends and share solutions to our clients' most pressing challenges. We find curious, driven people and teach them our business. We maintain high standards for quality and responsiveness. Our firm initiatives support diversity, inclusion, and community involvement.

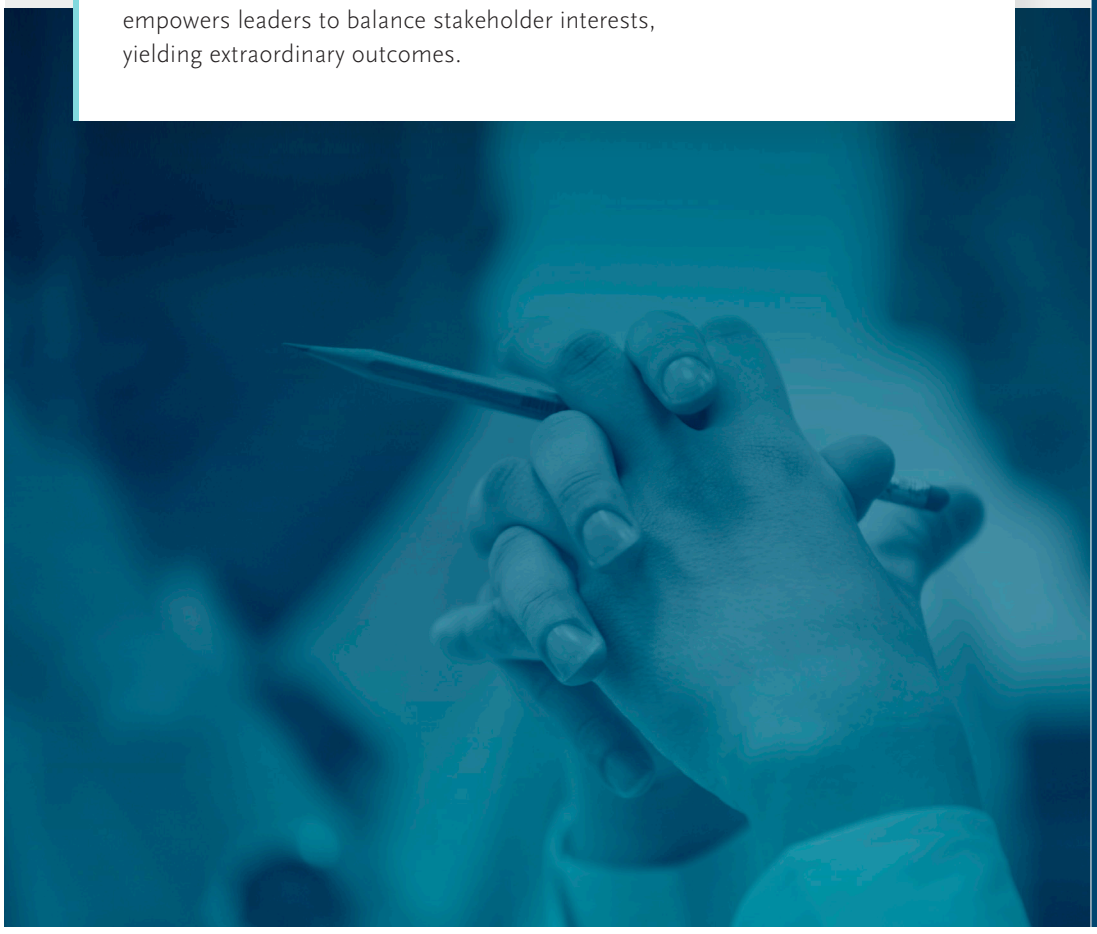
OUR FOUNDATIONAL PRINCIPLES

We believe leadership matters for achieving long-term success.

TALENT
can drive outsized impact with strategic board and management attention.

WELL-DESIGNED REWARDS
inspire exceptional leadership and fuel performance.

SMART GOVERNANCE
empowers leaders to balance stakeholder interests, yielding extraordinary outcomes.



CONNECT WITH US

SEMLERBROSSY.COM/CONTACT

NEW YORK

Semler Brossy
350 Fifth Avenue
Suite 5900
New York, NY 10118

212.393.4000

LOS ANGELES

Semler Brossy
11755 Wilshire Boulevard
10th Floor
Los Angeles, CA 90025

310.481.0180

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